



# NOTICE TO EMPLOYEES



## POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD AN AGENCY OF THE UNITED STATES GOVERNMENT

### THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

**Amalgamated Transit Union (ATU), Local 689 a/w Amalgamated Transit Union, AFL-CIO/CLC** (the Union), is the employees' representative in dealing with us regarding wages, hours, and other working conditions of our employees in the unit described below:

All full-time and regular part-time drivers/operators, cleaners/washers, dispatchers, road supervisors, maintenance foreman, mechanics, lead mechanics, utility workers, and parts clerks employed by the Employer at its Leesburg, Virginia facility; excluding all other employees, office clericals, managers, guards and supervisors as defined by the Act.

**WE WILL NOT** maintain or enforce the following portion of our Conflict-of-Interest provision in our March 9 and March 17, 2021, Offers of Employment which states: "During your employment, you further agree not to...(ii) directly or indirectly engage or participate in any other activities which are in conflict with the best interests of KTA."

**WE WILL NOT** maintain or enforce the Arbitration Agreement provision in our March 9 and March 17, 2021, Offers of Employment that our employees reasonably would believe bars or restricts them from exercising their right to file charges with the National Labor Relations Board.

**WE WILL NOT** maintain or enforce the Non-Solicitation of Employees provision in our March 9 and March 17, 2021, Offers of Employment that our employees reasonably would believe bars or restricts them from exercising their right to file charges with the National Labor Relations Board.

**WE WILL NOT** threaten you with unspecified reprisals by telling you that you may not be here because you attempted to discuss wages, hours and terms and conditions of employment with management.

**WE WILL NOT** threaten you with termination by, when faced with rumors of a strike, telling you that if you have accepted an employment offer but fail to report for work, it will be assumed you have rescinded your acceptance of your employment offer.

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

National Labor Relations Board, Region 5  
100 South Charles Street, Suite 600, Baltimore, MD 21201  
Telephone: (410) 962-2822  
Hours of Operation: 8:15 a.m. to 4:45 p.m.

Washington Resident Office  
1015 Half Street SE, Washington, DC 20570-0001  
Washington Resident Office Telephone: (202) 208-3000  
Hours of Operation: 8:15 a.m. to 4:45 p.m.

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE**

**his notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the above Regional Office's Compliance Officer, Heather Keough at (410) 962-2880.**



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**WE WILL NOT** interrogate you about your activities on behalf of **Amalgamated Transit Union (ATU), Local 689 A/W Amalgamated Transit Union, AFL-CIO**, or any other labor organization.

**WE WILL NOT** unilaterally impose discipline on unit employees that is inconsistent with established disciplinary policy or practice without first notifying the Union and giving it an opportunity to bargain prior to our imposing such discipline.

**WE WILL NOT** refuse to bargain collectively with the Union by failing and refusing to furnish it with requested information that is relevant and necessary to the Union's performance of its functions as the collective-bargaining representative of our unit employees.

**WE WILL** rescind the portion of our Conflict-of-Interest provision cited above in all its forms, and **WE WILL** notify all applicants and current and former employees who were required to sign or otherwise became bound to the portion of our Conflict-of-Interest provision cited above in any of its forms that this portion of the provision has been rescinded.

**WE WILL**, in the event we attempt to reinstate the portion of our Conflict-of-Interest provision cited above in any of its forms, notify all applicants and current and former employees who were required to sign or otherwise became bound to the portion of our Conflict-of-Interest provision cited above in any of its forms that the reinstated provision does not restrict their ability to exercise their rights under Section 7 of the Act.

**WE WILL** rescind the Arbitration Agreement provision cited above in all its forms, and **WE WILL** notify all applicants and current and former employees who were required to sign or otherwise became bound to the Arbitration Agreement cited above in any of its forms that this provision has been rescinded.

**WE WILL**, in the event we attempt to reinstate the Arbitration Agreement provision cited above in any of its forms, notify all applicants and current and former employees who were required to sign or otherwise became bound to the Arbitration Agreement cited above in any of its forms that the reinstated provision does not restrict them from exercising their right to file charges with the National Labor Relations Board.

**WE WILL** rescind the Non-Solicitation of Employees provision cited above in all its forms, and **WE WILL** notify all applicants and current and former employees who were required to sign or otherwise became bound to the Non-Solicitation of Employees cited above in any of its forms that this provision has been rescinded.

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB (1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.

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**WE WILL**, in the event we attempt to reinstate the Non-Solicitation of Employees provision cited above in any of its forms, notify all applicants and current and former employees who were required to sign or otherwise became bound to the Non-Solicitation of Employees cited above in any of its forms that the reinstated provision does not restrict them from exercising their right to file charges with the National Labor Relations Board.

**WE WILL** pay (b) (6), (b) (7)(C) for the wages and other benefits (b) (6), (b) (7)(C) lost because we suspended (b) (6), (b) (7)(C) plus interest.

**WE WILL** rescind the suspension of (b) (6), (b) (7)(C) and the corrective action form issued to (b) (6), (b) (7)(C) on or about (b) (6), (b) (7)(C) 2022, and (b) (6), (b) (7)(C) 2022.

**WE WILL**, upon request, bargain in good faith to agreement or impasse with the Union regarding the discipline of unit employee (b) (6), (b) (7)(C) that occurred on or about (b) (6), (b) (7)(C) 2022, and (b) (6), (b) (7)(C) 2022.

**WE WILL**, upon request, bargain in good faith with the Union as the exclusive collective-bargaining representative of our unit employees.

**WE WILL**, before issuing discipline that is inconsistent with established disciplinary policy or practice, notify and, on request, bargain with the Union as the exclusive collective-bargaining representative of our unit employees.

**WE WILL** furnish the Union in a timely manner with the information it requested on April 1, 2022.

**WE WILL NOT** in any like or related manner interfere with your rights under Section 7 of the Act.

### Keolis Transit Services, LLC

Dated: 3-13-2023 By: (b) (6), (b) (7)(C) (Employee) (b) (6), (b) (7)(C)  
(Title) (b) (6), (b) (7)(C)

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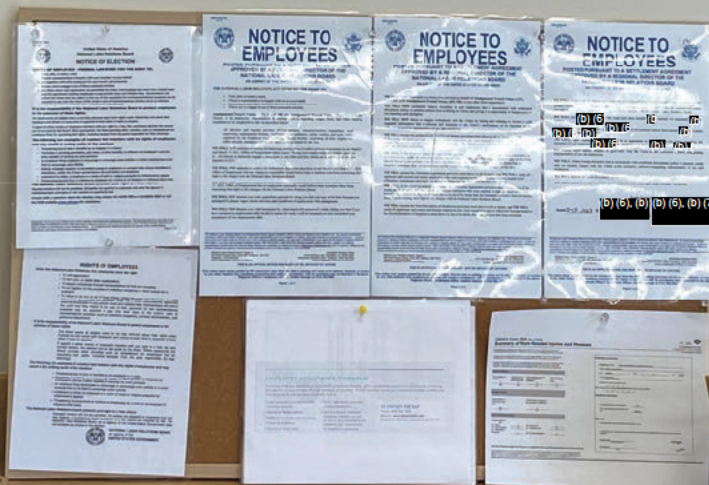
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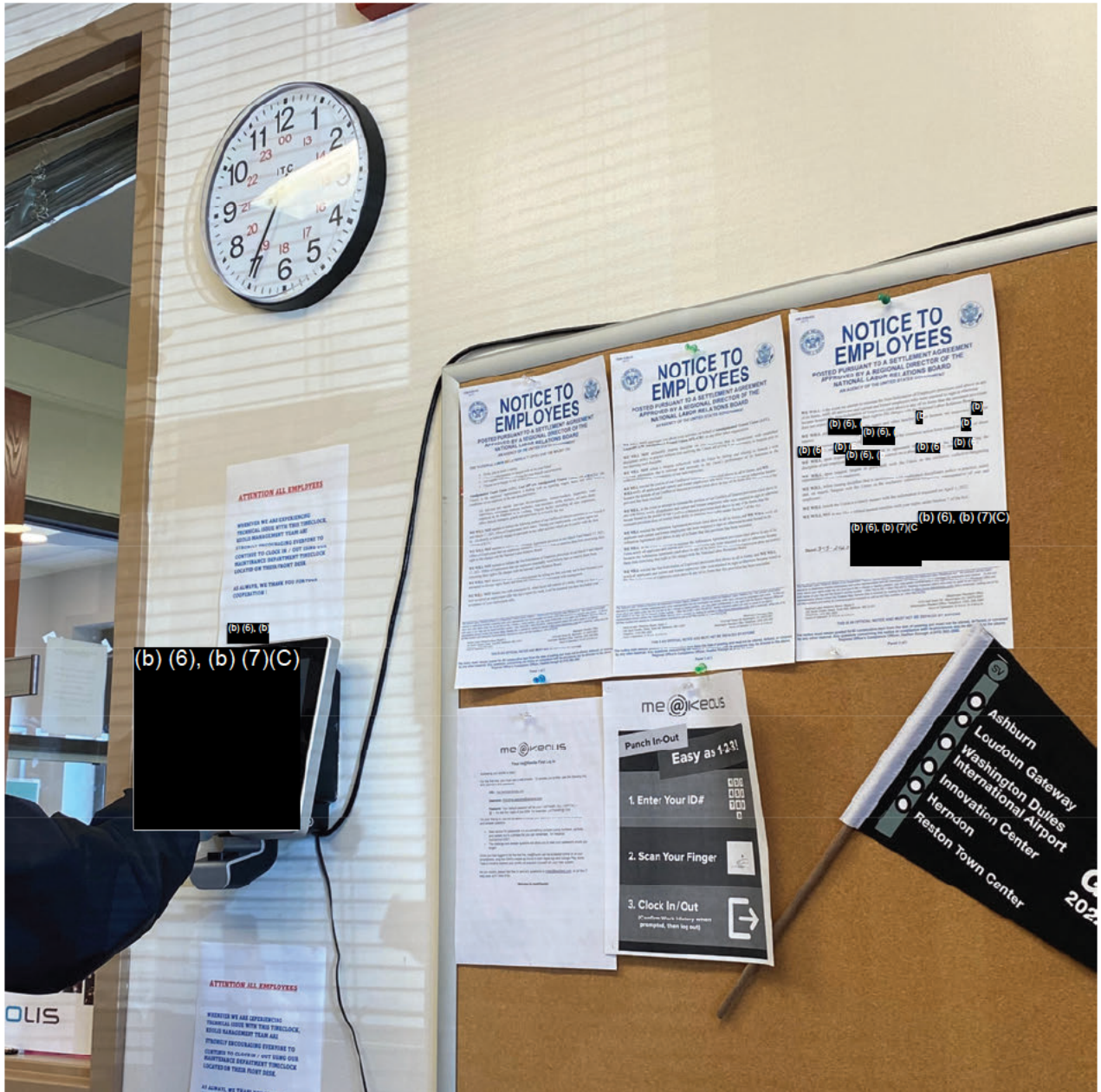
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[illegible]







**CERTIFICATION OF POSTING**

**RE: Keolis Transit Services, LLC**  
**Cases 05-CA-274141,05-CA-274784,05-CA-285523,05-CA-293513**

**Due Date: March 23, 2023**

**(If additional space is needed to provide a full response, attach a sheet(s) with the necessary information.)**

**As required by the Settlement Agreement in this matter, this document is a sworn certification of the steps that the Employer has taken to comply**

**Physical Posting**

The signed and dated Notice to Employees in the above matter was posted on (date) 3/13/2021  
at the following locations: (List specific places of posting)  
Dispatch Office Maintenance Kitchen, Office Kitchen, Time clocks.

**Electronic Posting**

The signed and dated Notice to Employees in the above matter was posted on the Employer's intranet/website on (date) 3/14/2023. A screen shot of the intranet/website posting was e-filed together with this Certification of Posting.

**Electronic Mailing**

The signed and dated Notice to Employees in the above-captioned matter was electronically mailed on (date) 3/16/23 to all employees employed at any time since March 9, 2021. A copy of this distribution e-mail, with all of the recipients' e-mail addresses visible, along with a copy of the attached Notice, was e-filed via the Agency's e-filing portal at [www.nlrb.gov](http://www.nlrb.gov) together with this Certification of Posting.

**Physical Mailing**

The signed and dated Notice to Employees in the above captioned matter was mailed on (date) 3/15/23 to the employees described in the Settlement Agreement. A copy of the list of names and addresses of employees to whom the Notices were mailed was e-filed together with this Certification of Posting.

**Distribution to Supervisors and Managers**

The signed and dated Notice was distributed on (date) 3/16/23 to supervisors and managers. A list of individuals is attached.

**A legible copy of the signed Notice, displaying full text of the Notice, including the date, signature and title of the responsible official of the Employer was e-filed together with this Certification.**

I have completed this Certification of Posting and state under penalty of perjury that it is true and correct.

**CHARGED BY:** (b) (6), (b) (7)(C)

**By:** (b) (6), (b) (7)(C)

**Title:** (b) (6), (b) (7)(C)

**Date:** 3-22-2023

This form should be returned to the Regional Office together with **ONE** original Notice, dated and signed in the same manner as those posted. The Certification of Posting form and color-scanned signed Notice should be returned via e-file.